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U.S. COAST GUARD

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### NUMBERS

**4.5 Million:** As of July 1, 2006, the estimated population of American Indians and Alaska Natives, including those of more than one race. They made up 1.5% of the population.

### IN COAST GUARD HISTORY

Charles Chibitty, was the last of the Comanche "code talkers" who used their native tongue to confound Hitler's forces during World War II. He died in July 2005 at age of 83.

### PRE-EMPLOYMENT ADVICE

**Not Permissible:** Before the passage of the Americans with Disabilities Act, many employers questioned applicants about workers' compensation injuries, hospitalizations, use of sick leave, legal drug use, and other health-related questions. Employers may not ask any of these questions.

**Permissible:** Focus on the applicant's ability to perform job essential functions. For example, "Can you lift 50 pounds?"

### OFFICE OF CIVIL RIGHTS

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CAPT Joseph Kolb, Deputy  
Ms. Tina Calvert, Compliance and Liaison  
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## CIVIL RIGHTS OFFICE REVIEWS 22 COMMANDS

During FY 2007, the Office of Civil Rights conducted affirmative assessments of unit climate and equal opportunity program management for 22 Coast Guard commands. Personnel from the Office of Diversity, Atlantic-, Pacific-, and Headquarters-Areas participated with civil rights staff on teams as reviewers. One team, comprised of CDR Jose Nieves and Mr. Vincent Patterson, conducted the first EO review onboard a cutter while underway. CDR William Kelly, CGC SENECA commanding officer, commented the experience among the crew for 4 days and nights afforded the team the opportunity to experience the underway climate firsthand. Among other units visited in FY 07: Sector Guam, Training Center Petaluma (CA), Integrated Support Command St. Louis (MO), Maritime Safety and Security Team Los Angeles/Long Beach (CA), Air Station Sitka (AK), Aviation Technical Training Center Elizabeth City (NC), CGC GALLATIN, CGC POLAR SEA, CGC RESOLUTE, AND CGC MOHAWK.

**What did we learn?** Teams posed 58 pre-visit questions and based follow-up on responses. Examples: Of 1,011 responders, 93 percent agreed with the statement: "My Commanding Officer promotes an atmosphere of Equal Opportunity for all people." Responding to the statement, "My unit's EEO Counselor or EO Advisor is knowledgeable about the complaint process," 40 percent expressed agreement. Teams out-briefed each command on findings and recommendations. Questions, or to schedule a review of your command, please contact LCDR Cassandra Johnson, 202-372-4513 or LT Kurt Schulte, 202-372-4514.



## 2007 NATIONAL WOMEN OF COLOR TECHNOLOGY AWARDS CONFERENCE



The 12th National Women of Color in Technology Conference was held in Atlanta, Georgia, 1-3 November 2007. Congratulations to the USCG with three award recipients this year who competed with exemplary employees from America's top corporations and military organizations. CDR Alicia Garcia Vantran, Headquarters Support Command (pictured right) and Ms. Tuyen Hong Do, Navigation Center (pictured left) received the Women of Color in Technology Technical All-Stars Award for stellar professional achievements and community service. Officer Candidate (OC) Reanna Gallegos (not shown) received the Student Leadership Award and the Rising Star Award for academic excellence and noteworthy work performance. Ms. Arlene Gonzalez from the Office of Civil Rights accepted the award on behalf of Officer Candidate Reanna Gallegos, who was not able to attend the event. The conference, which drew more than 5,000 attendees this year, annually serves as training and mentoring forum for women in science, technology, engineering and math.

**NOVEMBER IS AMERICAN INDIAN HERITAGE MONTH**

### **THIRTY-FIVE YEARS OF FEDERAL SERVICE**

Mr. Larry Houston, National Special Emphasis Program Manager, Office of Civil Rights, recently passed the anniversary of his thirty-fifth year of federal service. In commemorating the occasion at an all-hands gathering, Ms. Terri Dickerson, Director, said: "It is both an honor and a privilege to present this 35-year pin to Mr. Houston for his outstanding service in the federal government. Congratulations. What a great accomplishment."



### **COMPLAINTS CORNER**

#### ***Get the Facts***

As we compute complaint data for FY 07, we tallied a total of 56 formal complaints of discrimination filed for year ending 30 September 2007, 39 civilian complaints and 17 military complaints. This number is slightly lower than last year's total of 60 formal complaints filed. The bases most commonly raised were reprisal, race, sex, and age. These bases are consistent with previous years.

### **Coast Guard Annual Self Assessment**

Equal Employment Opportunity Commission (EEOC) Management Directive 715 (MD 715) guides federal agencies in establishing and maintaining effective, statutorily compliant EEO programs. It sets standards by which EEOC reviews agency progress, and requires self-assessments at least annually. Its objective is to ensure that agencies take appropriate steps to eliminate discrimination from employment decisions.

Among findings, the latest (FY 2006) assessment disclosed that online delivery of Sexual Harassment Prevention SHP training correlated with a 54 percent rise in the number of personnel who undertook some form of the training. A total of 36,390 CG members completed SHP training in FY06 compared with 16,806 the previous cycle. Additionally, the permanent Coast Guard workforce grew 5 percent in FY06; participation rates rose for some categories: White males (by 6 percent) African American males (by .07 percent) Asian males (by 39 percent) and Asian Females (by 59 percent).

A team including members from human resources, information technology, engineering, and elsewhere, take part in the annual assessment. Questions? Contact the Office of Civil Rights, Plans and Policy Division, Arlene Gonzalez, Chief, (202) 372-4510.

## **HSC- DHS ROLL OUT ACCESSIBLE BUSES**

Pictured (right), is one of seven new wheelchair accessible buses at Headquarters that in November began providing shuttle service. Riders using wheelchairs may now travel more easily between USCG Headquarters and commuter transportation at L'Enfant Plaza.



Below, HS3 Luke Thompson, tests the bus' wheelchair, as CAPT Jack Smith, Headquarters Support Command (HSC) Commanding Officer, CAPT Bart Kolb, Deputy Director, Office of Civil Rights, Ms. Gloria Bisco, Operations Manager, RHQ Group, Inc., shuttle bus operator, and Mr. Jerry Jones, Civil Rights Director HSC view the lift's operation. Ms. Bisco indicated that all drivers of the new buses have received training on the operation of the wheelchair lifts.



The wheelchair accessible shuttle bus service provides enhanced compliance with Federal law, Section 504 of the Rehabilitation Act, and DHS regulations that require DHS and USCG programs to be accessible to people with disabilities.